The Employment Equity Program for Women in the New Brunswick Civil Service 1988 Annual Report

WOMEN'S DIRECTORATE
PROVINCE OF NEW BRUNSWICK

DIRECTION GÉNÉRALE DE LA CONDITION FÉMININE
PROVINCE DU NOUVEAU-BRUNSWICK

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THE EMPLOYMENT EQUITY PROGRAM FOR WOMEN IN THE NEW BRUNSWICK CIVIL SERVICE

1988 ANNUAL REPORT

Women's Directorate
Province of New Brunswick

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Progress to December 31, 1988

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PREFACE

The Women's Directorate is responsible for initiating and developing Government policies and programs which enhance the social, economic and legal status of women in New Brunswick, as well as for initiating, developing and reviewing policies with respect to the employment and advancement of women in the Civil Service. This includes the preparation of an annual report on the Employment Equity Program in the Civil Service. *

This is the third annual report on the Employment Equity Program for women in the Civil Service. It reviews the calendar year January 1, 1988 to December 31, 1988 and focuses on the changes in the areas where women's representation is low.

For the purposes of the Employment Equity Program the Civil Service has been defined as those Departments and Agencies which have more than twenty employees and are enumerated in Regulation 88-137 under the Civil Service Act, S.N.B. 1984, c. C-5.1, the Designation of Certain Portions of the Civil Service Regulation - Civil Service Act. The following Departments, Commissions and Agencies fall within the definition of the Civil Service for the purposes of the Employment Equity Program: Advanced Education and Training; Agriculture; Alcoholism and Drug Dependency Commission; Board of Management; Commerce and Technology; Education; Finance; Fisheries and Aquaculture; Health and Community Services; Income Assistance; Justice; Labour; Municipal Affairs and Environment; Occupational Health and Safety Commission; Office of the Comptroller; Natural Resources and Energy; Solicitor General; Supply and Services; Tourism, Recreation and Heritage; and Transportation.

Occupational profiles and comments on progress are provided on each of these Departments and Agencies.** Smaller Departments and Agencies are not precluded from undertaking employment equity initatives.

* See Appendix A for an outline of responsibilities with respect to this Program.

** A reorganization of departments in 1988 resulted in a number of reporting modifications. The former Department of Justice was divided into two separate departments, namely, the Department of Justice (new) and the Department of the Solicitor General. For this reason historical documentation on occupational status of women and men is not presented for these new departments.

The former central agency Cabinet Secretariat was replaced by a number of smaller departments including Policy Secretariat, the Department of Intergovernmental Affairs, New Brunswick Women's Directorate and the Office of Economic Development. As these departments, have fewer than twenty employees they are not included in the departmental profiles.

EMPLOYMENT EQUITY IN THE NEW BRUNSWICK CIVIL SERVICE

I OVERVIEW

Although the overall number of employees in the Civil Service declined slightly in the 1988 calendar year, the number of women increased by 2.1%. This growth in the female work force is primarily a result of an increase in the number of Nurses and Social Workers. In part, however, it also reflects some movement into underrepresented professional and technical jobs such as Engineer and Engineering Technician. The Administrative Category continues to be an area of employment growth for both women and men. Decreased employment was noted in the Administrative Support and Operational Categories.

The following summary suggests some of the major trends in permanent employment as well as areas where accelerated efforts are required to ensure on-going progress.

II MAJOR TRENDS OVER THE PAST YEAR

- Although overall employment in the Civil Service, continues to decline the number of female employees in both the Scientific and Professional Category and the Administrative Category grew.

- In the Scientific and Professional Category women's representation rose by 2.2% from 38.9% to 41.1%. For the most part, net gains in the number of women occurred in mainly female-dominated and gender-mixed groups, particularly in Nursing and Rehabilitation and Therapy.

- Women's representation continues to remain below 20% in six of the 12 occupational groups, and below 10% in three of these groups. The appointment of three women in the Engineering, Land Surveying and Architecture Group increased women's representation from 5% to 7% in this group.

- Three women were appointed as Deputy Heads increasing the number of female Deputy Ministers from two to five. Women now represent almost 18% of the Civil Service's most senior executives compared to 8% a year earlier. Another senior female executive director was appointed to deputy minister status as vice-chair of the Workers' Compensation Board.

- An increased emphasis on human resource management continues to promote a steady increase of women into entry and middle level administrative and management positions. At the senior levels of most administrative and managerial positions women's representation remains low. There was a 5.3% increase in the number of women working in Administrative Category jobs and women's representation increased slightly from 24.6% to 25.1%.

- In the Technical Category women's representation rose to 7.3% due to a small increase in the number of women employed in the non-traditional groups of Engineering & Field, and Resource Services.

III TRADITIONAL OCCUPATIONAL PATTERNS

- Of the more than 1,700 permanent full-time employees in the General Labour and Trades Group of the Operational Category, 12 are women.

- Some departments with large numbers of operational jobs have had success in increasing the number of women in this group through seasonal appointments*. In particular, refer to the 'Comments on Progress' pertaining to the Departments of Transportation, Tourism, Recreation and Heritage, Agriculture and Natural Resources and Energy.

- Seasonal employment in the General Labour and Trades Group resulted in several women being hired in underrepresented classes such as: Forest Warden (one woman), Utility Operator (one woman), Construction Worker (four women), Labourer (fifteen women) and Park Maintenance Supervisor (one woman).

* At this time, data on seasonal employees are generally not available in the database because of technical factors related to programming. However, within a number of departments operational jobs are largely performed on a seasonal basis. Seasonal employees enjoy the status of permanent employees.

- Women continue to be concentrated in clerical and secretarial jobs. Of the 2379 employees in the Administrative Support Category, 2005 are women (84.3%). Over half of all female civil servants (56.3%) are in this category. This represents a decline of 1.3% since 1987.

IV WAGE GAP

- Over the past year the wage gap between the average annual salaries of women and men decreased .3%.

- In spite of this, the wage gap increased in 8 out of 20 departments over the past year. This is an improvement over 1987 when 15 of 20 departments experienced wage gap increases.

- In the following occupational groups the difference between women and men's average annual salaries decreased by 3% or more: Drafting and Graphic Arts; Engineering and Field; Field and Laboratory, Recreation and Culture; Office Data Processing and Duplicating Equipment Operation; and Others.

- The wage gap increased by 3% or more in the following groups: Engineering, Land Surveying and Architecture; Laboratory and Medical; Resource Services; and Nursing.

- There has been a 25.2% increase in the number of women earning $30,000 and over. The number of men with earnings in this category increased by 10.3%. Women now comprise 26% of the employees at or above this salary level compared to 23.6% in 1987.

V. HIGHLIGHTS OF ACTIVITIES

The Women's Directorate continued throughout 1988 to undertake initiatives and activities to create and maintain a climate of awareness with respect to women's issues generally and Employment Equity in particular. These included:

- ACTION, an Employment Equity Newsletter which continued to feature profiles of government departments, highlight Employment Equity achievements, and present articles on employment of general interest to women;
- 'Registry of Women in Non-traditional Occupations in the Civil Service', a resource tool distributed to school guidance counsellors and women's groups;
- resource assistance provided to enhance departmental strategies;
- distribution of Fact Sheets and Historical Sketches on a variety of topics focusing on women;
- a noon-hour Speakers' Series in Fredericton which featured topics of particular interest to women in both French and English;
- 'Employment Equity: Planning for Results', an updated version of the Affirmative Action pamphlet which explains the concept and dispells myths;
- 'Video Lending Service', a limited video collection including video tapes of the noon-hour Speakers' Series available to the public.

GOVERNMENT WIDE PROGRESS BETWEEN JANUARY 1, 1988 AND DECEMBER 31, 1988

Women's overall share of employment in the Civil Service increased slightly in 1988. Just over 38% of all positions are held by women. Some achievements in the occupational status of women include accomplishments in the following areas:

VI REPRESENTATION*

- The number of women, their overall share of employment and their representation in the Civil Service increased in the Scientific and Professional Category, the Technical Category, and the Administrative Category.

- Women's representation in the Scientific and Professional Category increased by 2.2%. Although the increase in the number of women was most apparent in the Nursing, and the Rehabilitation and Therapy Groups, women also made gains in non-traditional groups such as the Engineering, Land Surveying & Architecture Group and in the Education Non-Instructional Group.

- The total number of women and their representation increased in the following non-traditional classifications in the Scientific and Professional Category:

  -Natural Resource Specialist (increase of 2 women as Crown Land Planners)
  -Instructor of Technology (increase of 3 women)
  -Technical Instructor (increase of 6 women)
  -Trade Instructor (increase of 1 woman)
  -Education Officer III (increase of 2 women)
  -Engineer (increase of 3 women)
  -Social Worker III, IV, V (increase of 5 women)
  Although women make up 62.5% of the Social Worker series, only 11.9% of them are at these senior levels compared to 30.7% of male Social Workers.

* This overview reflects net gains or losses with respect to women's occupational status and not necessarily hiring activity since attrition may result in a decrease both in numbers and representation of women, despite their appointment in particular classes.

- There has been a slight increase in the overall number of female and male civil servants employed in the Administrative Category. The total number and representation of women increased in underrepresented classifications such as:

  - Senior Executive Officer (increase of 2 women) Including the appointment of a woman at the most senior level.

  - Accounting Officer (increase of 1 woman)

  - Treasury Officer (increase of 2 women)

  - Provincial Tax Auditor (increase of 1 woman)

- The total number of women and their level of representation increased in the Technical Category due in part to the appointment of women in each of the following classifications where there are few or no women:

  - Commercial Artist (increase of 1 woman)

  - Engineering Technician (increase of 2 women)

  - Occupational Health and Safety Officer (increase of 1 woman)

- The number of women and their level of representation increased in these underrepresented occupational groups:

  Education Non-Instructional (increase of 7 women)
  Engineering, Land Surveying, & Architecture (increase of 3 women)
  Engineering and Field (increase of 2 women)
  Technical Inspection (increase of 1 woman)
  Administrative Services (increase of 14 women)
  General Labour and Trades (increase of 3 women)

- A woman was appointed for the first time in each of the following classifications:

  - Natural Resources Director

  - Provincial Tax auditor III

  - Senior Executive Officer V

VII DEVELOPMENTAL OPPORTUNITIES*

- Several departments have sponsored female employees as participants in the Management Development Program for Women at the University of New Brunswick or the "Gestion au féminin" program at the Université de Moncton. In all 7 female civil servants are enrolled in the University of New Brunswick program and 11 women are enrolled in the Université de Moncton program.

- Developmental opportunities such as acting positions, secondments, committee work and other special assignments, were offered to women in a number of departments.

- Board of Management's Program of Professional Development for Administrative Support Staff in Part One of the Public Service was used by some departments to establish training positions for women. In 1988 four training positions were established and three women were permanently appointed to positions which had been designated for training and development purposes the previous year.

VIII EMPLOYMENT POLICIES AND PRACTICES

- A number of progressive employment practices have been developed through the collective bargaining process in the Civil Service. Unions such as the New Brunswick Public Employees' Association (NBPEA) representing the new Secretarial, Stenographic and Typing Group have negotiated enhanced maternity benefits which supplement unemployment insurance benefits for an employee on maternity leave.

- In addition, the collective agreement for the above group included a Memorandum of Agreement providing for employer representatives to meet with the NBPEA Women for Equality Committee for the purpose of joint consultation on issues affecting employees' work and family responsibilities.

* Training has not been highlighted since most training opportunities offered to women were not as a result of Employment Equity efforts to enhance women's opportunities for advancement, but were part of on-going in-service training available to all employees.

- An Interdepartmental Committee on Work-related Childcare, chaired by the Women's Directorate with representation from the Department of Health and Community Services and the Department of Supply and Services continued its work.

- A Committee on Equality in Government Communications, chaired by the Board of Management with representation from the Women's Directorate, the Department of Supply and Services, and the Department of Education developed a policy which will be submitted to the Board of Management in 1989 for approval.

IX PAY EQUITY

- An Interdepartmental Committee on Pay Equity, chaired by the Women's Directorate and including representation from the Board of Management, Finance, Justice, Health and Community Services and Transportation was established. The Committee's report and recommendations for implementing pay equity in Part One of the Public Service were approved in principle by Cabinet. This report formed the basis for legislation to be introduced in the legislature in 1989.

X GOVERNMENT WIDE COMPETITIONS 1988 (January 1, 1988 to DECEMBER 31, 1988)

- In the Scientific and Professional Category the majority of competitive appointments of women were in traditionally female or gender-mixed occupational groups.

  - Over 71% of all women appointed in this category were in the traditionally female or gender-mixed groups of Nursing, Rehabilitation and Therapy or Planning and Resources.

  - Less than 9% of all women appointed in this category were in the following underrepresented occupational groups: Natural Resources; Education Non-Instructional; Engineering, Land Surveying and Architecture; and Agriculture.

- Of the total number of competitive appointments, 58.4% went to women.

- Of all competitive appointments in the Technical Category, 18.6% went to women. All but one of these appointments were in underrepresented classifications. One half of the women appointed in this category were in the Engineering and Field Group.

- 39.7% of competitive appointments in the Administrative Category went to women.

- 3.6% of competitive appointments in the Operational Category went to women, including appointments in the predominantly male occupational group, General Labour and Trades.

PROFILE OF DEPARTMENTS

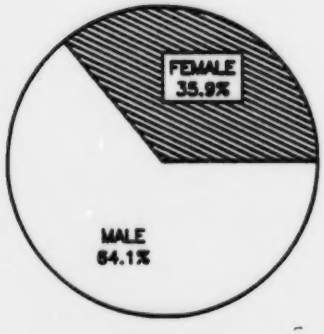
This profile of departments presents the occupational status of women and men as of December 31, 1988. For comparative purposes 1987 statistics are included in brackets to provide a quantitative measure of the overall shifts in employment patterns.

With the implementation of their Action Plans, departments have made efforts to increase women's representation in underrepresented classifications and at senior levels of responsibility. A number of strategies for the recruitment, training and promotion of women were developed to facilitate Employment Equity objectives.

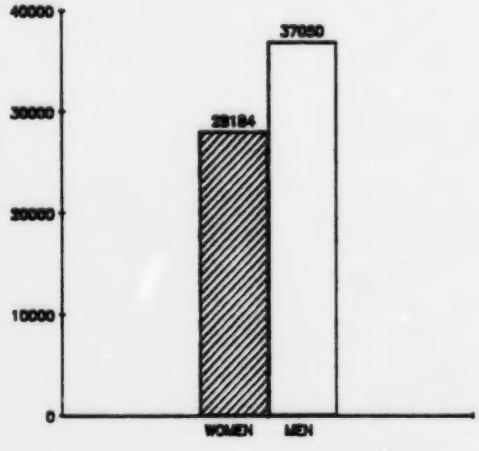
Departmental achievements are highlighted in the comment sections. These sections note progress and/or changes in the recruitment, promotion or training of women in areas where their representation is low, rather than in traditionally female areas. Based on an analysis of departmental statistics, as well as on consultation with departmental representatives, the comments on progress are intended to summarize changes in the employment status of women. They are not exhaustive.

Department of Advanced Education and Training
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 1006 (1045)
Women - 361 (359)
Men - 645 (686)

Women's earnings equal 76.1% (76.8%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	461 (500)	183 (189)	28.4 (27.4)
Technical	3 (3)	0 (0)	0.0 (00.0)
Administrative	34 (29)	13 (10)	27.7 (25.6)
Administrative Support	9 (12)	152 (143)	94.4 (92.3)
Operational	115 (118)	11 (15)	8.7 (11.3)
Others	23 (24)	2 (2)	8.0 (7.7)

Comments on Progress

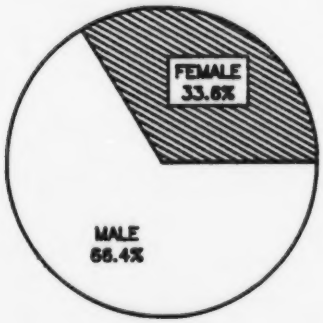
Women's overall representation increased 1.5% and women were appointed in targetted classifications such as Technical Instructor and Trade Instructor. Four women were appointed at the Education Officer II level and one at entry level. Women's representation in this series, however, decreased slightly to 17%. One woman was appointed to the Information Systems series.

The Department offered women a wide range of developmental assignments, secondments, special projects and managerial/supervisory acting positions. For example, one senior woman was seconded for several months to the position of Principal of a community college and a female instructor was appointed acting Department Head for a year.

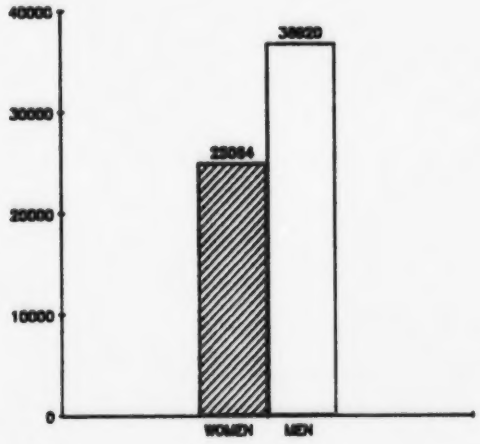
Women in administrative support benefited from a variety of special assignments including the opportunity for one woman to act as a director. As well, several women in the Department were sponsored in specialized training such as the "Gestion au féminin" program, educational leaves, and various management and supervisory courses.

Department of Agriculture
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 304 (313)
Women - 102 (100)
Men - 202 (213)

Women's earnings equal 67.9% (67.6%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	119 (122)	11 (12)	8.5 (9.0)
Technical	31 (38)	16 (13)	34.0 (25.5)
Administrative	22 (22)	4 (2)	15.4 (8.3)
Administrative Support	4 (4)	62 (64)	93.9 (94.1)
Operational	24 (24)	5 (6)	17.2 (20.0)
Others	2 (3)	4 (3)	66.7 (50.0)

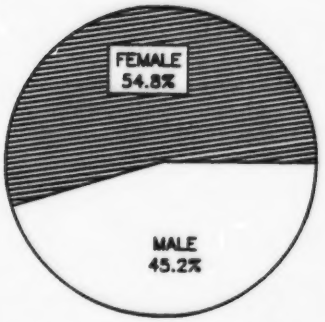
Comments on Progress

The privatization of certain veterinarian and dairy inspection services in 1988 led to a reduction in the number of Veterinarian and Agricultural Technician positions in the department, including two positions held by women in each of these classes. Nevertheless, women's representation increased 1.7% and women were hired in a number of targetted classifications. In the Scientific and Professional Category a woman was hired at a senior Research and Planning Officer level and two women were hired as Agriculturists. One woman was hired as an Agricultural Technician in the Technical Category. In the Operational Category, three female seasonal labourers were appointed.

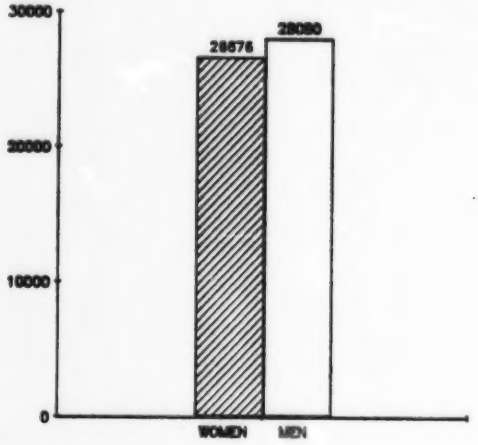
Although not specifically targetted, women were hired in a number of other classifications in which their representation was low, namely, Commercial Artist, Engineering Technician and Accounting Officer. In addition to continuing to promote agricultural careers for women through participation in school career events, the department has encouraged and supported a broad range of training opportunities for its female employees including sponsoring a female employee in the Management Development for Woman Program at the University of New Brunswick.

Alcoholism and Drug Dependency Commission
(Brackets indicate 1987 Statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 186 (186)
Women - 102 (100)
Men - 84 (86)

Women's earnings equal 95.0% (91.7%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	18 (20)	66 (62)	78.6 (75.6)
Administrative	17 (17)	3 (2)	15.0 (10.5)
Administrative Support	2 (1)	19 (23)	90.5 (95.8)
Operational	46 (47)	13 (12)	22.0 (20.3)
Others	1 (1)	1 (1)	50.0 (50.0)

Comments on Progress

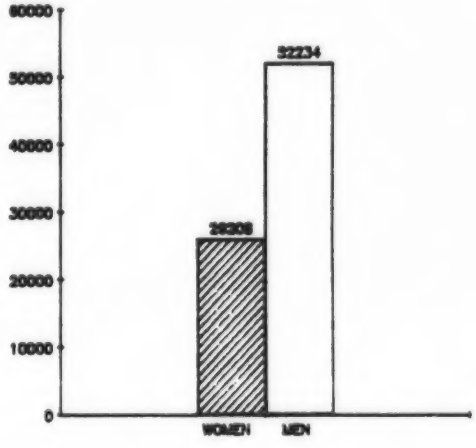
Women's overall representation increased by 1.0% and women were appointed in two targetted classifications. Through reclassification, a woman was appointed as an Alcoholism Rehabilitation Assistant. Two women were recruited in the underrepresented Alcoholism Attendant series. One woman is acting in the targetted Custodial Worker class.

The Commission continues to offer developmental assignments and special projects which have benefitted a number of women. A female Human Resource Officer was appointed whose duties include the promotion of the Commission's Employment Equity Action Plan.

Board of Management
(Brackets indicate 1987 statistics)

REPRESENTATION

AVERAGE SALARY



Total Employees - 107 (111)
Women - 65 (69)
Men - 42 (42)

Women's earnings equal 50.2% (52.2%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	1 (2)	2 (3)	66.7 (60.0)
Administrative	36 (37)	16 (16)	30.8 (30.2)
Administrative Support	1 (1)	45 (43)	97.8 (97.7)
Others	4 (2)	2 (7)	33.3 (77.8)

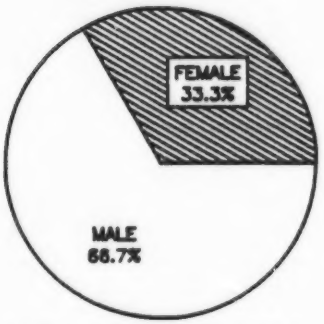
Comments on Progress

Women's overall representation decreased by 1.5%. A reorganization within the department resulted in the reclassification of several employees, including ten women, into the gender-mixed Human Resource Officer series. This contributed to a reduction in the number of women in the targetted Treasury Board Advisor classification. Women's representation in this series decreased from 30% to 20%. One woman in this series was assigned responsibility as Director of Administration and another was promoted as a Treasury Board Advisor V.

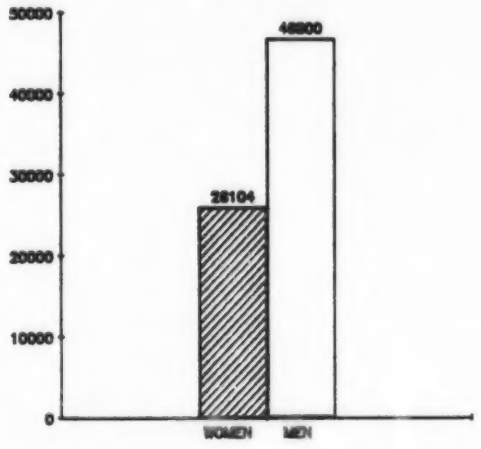
Two women were sponsored at the Management Development for Women Program at the University of New Brunswick. A number of women have gained additional experience through short-term acting positions. One woman was appointed acting director on a long-term basis.

Department of Commerce and Technology
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 108 (104)
Women - 36 (37)
Men - 72 (67)

Women's earnings equal 55.8% (57.0%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	59 (55)	6 (7)	9.2 (11.3)
Administrative	10 (11)	3 (4)	23.1 (26.7)
Administrative Support	1 (0)	25 (24)	96.2 (100.0)
Others	2 (1)	2 (2)	50.0 (66.7)

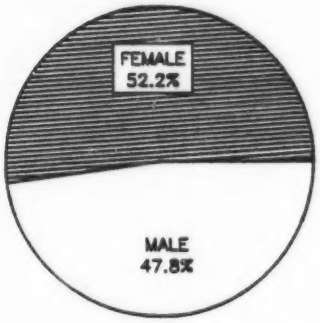
Comments on Progress

One woman in the Industrial Development Officer series, which in large part makes up the Scientific and Professional Category, was appointed on an acting basis to a senior level position. Two women were appointed to this series on personal service contracts. Currently, women hold 7.8% of the permanent positions in this classification. Developmental training and assignments were offered to women in administrative support to give them experience in the area of human resources.

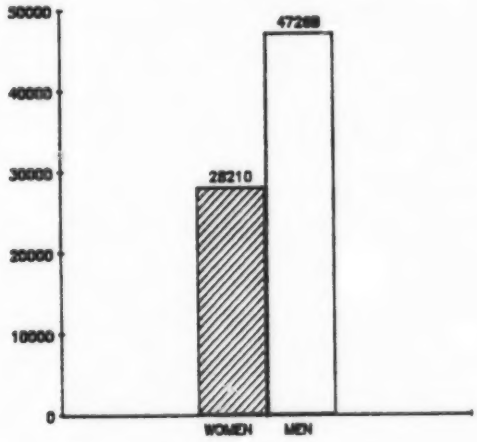
Efforts have been made to encourage female entrepreneurship in order to help increase the pool of women qualified for Industrial Development Officer work. Initiatives include the production of a video about successful New Brunswick women entrepreneurs and province-wide bilingual training sessions targetted for women.

Department of Education
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 159 (155)
Women - 83 (79)
Men - 76 (76)

Women's earnings equal 59.7% (59.2%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	26 (28)	16 (15)	38.1 (34.9)
Technical	2 (2)	0 (0)	0.0 (00.0)
Administrative	39 (37)	9 (9)	18.8 (19.6)
Administrative Support	5 (5)	54 (54)	91.5 (91.5)
Operational	2 (2)	0 (0)	0.0 (00.0)
Others	2 (2)	4 (1)	66.7 (33.3)

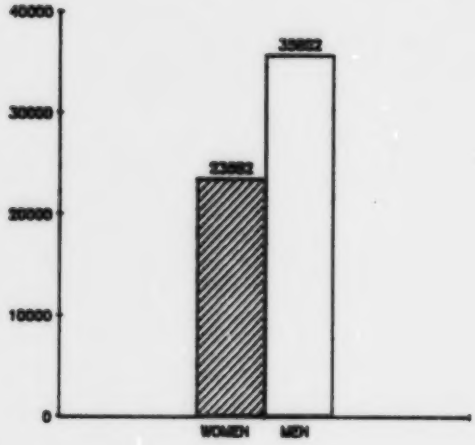
Comments on Progress

In the Scientific and Professional Category three women were hired in the targetted Education Officer series including one at level III. Another woman was reclassified from level II to level III of this series. Nine women teachers were seconded to the Department as Education Officers, increasing their departmental and administrative experience. Developmental assignments, including the transfer of one woman to an assistant directorship position, helped increase women's opportunities for professional development. Women have benefitted from management training and related courses through the Department's Educational Leave Program and through the Board of Management's human resource development programs.

Department of Finance
(Brackets indicate 1987 statistics)

REPRESENTATION

AVERAGE SALARY



Total Employees - 261 (257)
Women - 145 (139)
Men - 116 (118)

Women's earnings equal 65.9% (67.2%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	6 (7)	3 (3)	33.3 (30.0)
Administrative	82 (82)	12 (11)	12.8 (11.8)
Administrative Support	27 (28)	127 (123)	82.5 (81.5)
Others	1 (1)	3 (2)	75.0 (66.7)

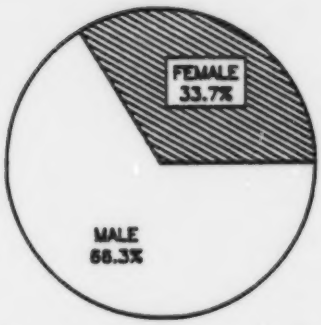
Comments on Progress

Women's overall representation increased 1.5% and a woman was appointed in the targetted Provincial Tax Auditor series. The first woman was promoted through this flexible series to level III. This level involves advanced professional work.

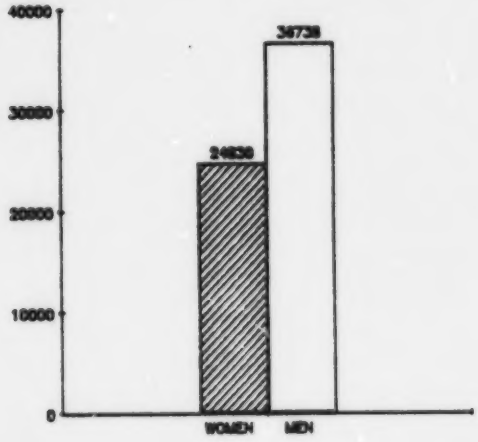
A number of women in the Administrative Support Category were offered acting positions. Women were encouraged to participate in training opportunities and just over one half of the employees enrolled in Board of Management courses were women.

Department of Fisheries and Aquaculture
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 101 (101)
Women - 34 (34)
Men - 67 (67)

Women's earnings equal 67.6% (71.4%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	30 (26)	5 (6)	14.3 (18.8)
Technical	14 (17)	0 (0)	0.0 (00.0)
Administrative	11 (11)	3 (2)	21.4 (15.4)
Administrative Support	3 (3)	25 (25)	89.3 (89.3)
Operational	8 (8)	0 (0)	0.0 (00.0)
Others	1 (2)	1 (1)	50.0 (33.3)

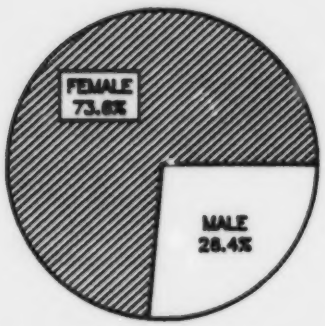
Comments on Progress

In the Scientific and Professional Category, one woman was appointed as a Research and Planning Officer. Women's representation in this series is less than 13%. A woman was also appointed as an Historical Resource Specialist.

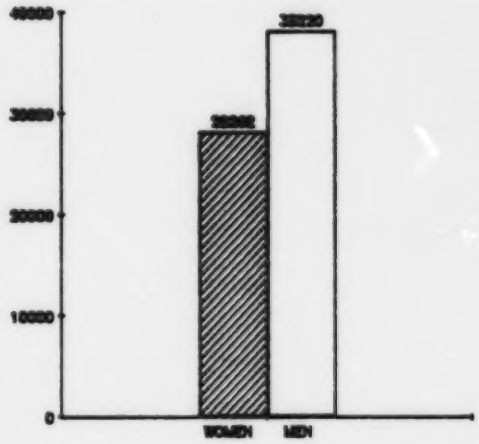
In targetted classifications such as Fisheries Loans Officer no women were appointed.

Department of Health & Community Services
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees -1241 (1204)
Women - 913 (872)
Men - 328 (332)

Women's earnings equal 73.9% (72.2%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	202 (204)	512 (470)	71.7 (69.7)
Technical	32 (33)	2 (2)	5.9 (5.7)
Administrative	59 (61)	52 (48)	46.8 (44.0)
Administrative Support	10 (11)	259 (258)	96.3 (95.9)
Operational	24 (22)	84 (87)	77.8 (79.8)
Others	1 (1)	4 (7)	80.0 (87.5)

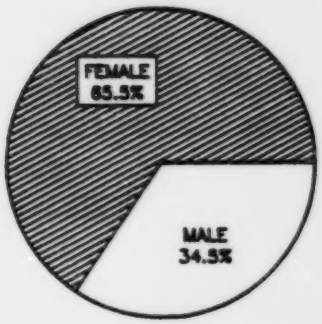
Comments on Progress

In the Scientific and Professional Category, the number of women in the targetted Social Worker III classification increased by two. This level represents advanced supervisory and management work. In addition the number of women at the most senior levels, IV and V, increased by four.

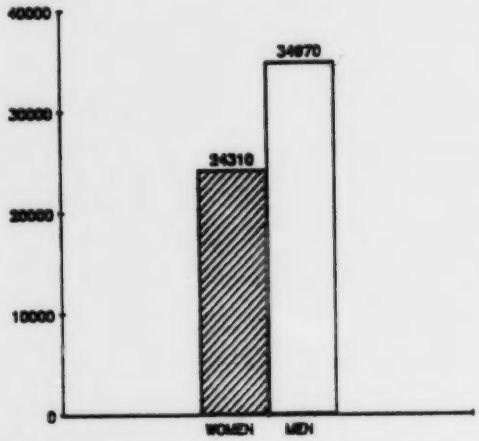
The Department sponsored numerous women on management and executive development courses. Short-term development opportunities, such as secondments, benefitted 92 female employees while several women gained long-term experience at supervisory and senior managerial levels through acting assignments.

Department of Income Assistance
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 357 (349)
Women - 234 (233)
Men - 123 (116)

Women's earnings equal 69.5% (67.4%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	82 (74)	36 (25)	30.5 (25.3)
Administrative	29 (29)	10 (13)	25.6 (31.0)
Administrative Support	12 (12)	184 (191)	93.9 (94.1)
Operational	0 (0)	0 (0)	0.0 (00.0)
Others	0 (1)	4 (4)	100.0 (80.0)

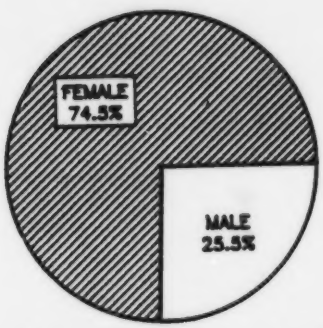
Comments on Progress

Although specific targets were not established, a woman was appointed at a senior Research and Planning Officer level, increasing women's representation in this series from 14.3% to 25%. The establishment of a new Income Assistance Administrator classification placed women's representation at 33%. Ten women, representing 28.4% of all women in the class, work at the most senior levels IV and V. This is an improvement over women's 28.6% representation in the former Social Work Administrator classification in which there were no women at the two most senior levels.

Four women were seconded to different positions and 22 women undertook long-term acting positions. Two women were sponsored at the Université de Moncton's "Gestion au féminin" program.

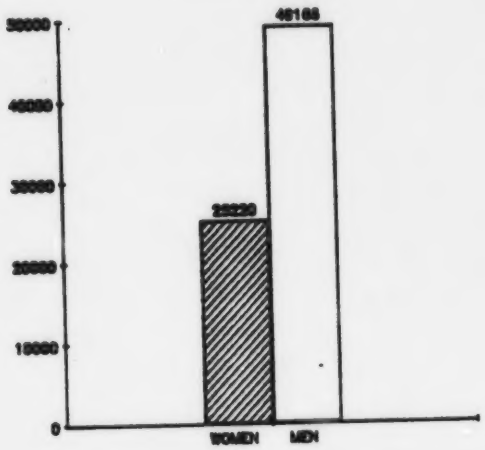
Department of Justice

REPRESENTATION



Total Employees - 380
Women - 283
Men - 97

AVERAGE SALARY



Women's earnings equal 51.3% of men's

1988 Representation by Occupational Category

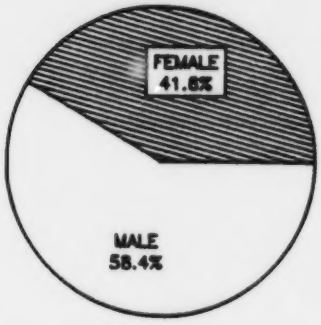
Occupational Category	# Men	# Women	% Women
Scientific & Professional	6	8	57.1
Administrative	21	12	36.4
Administrative Support	7	224	97.0
Others	63	39	38.2

Comments on Progress

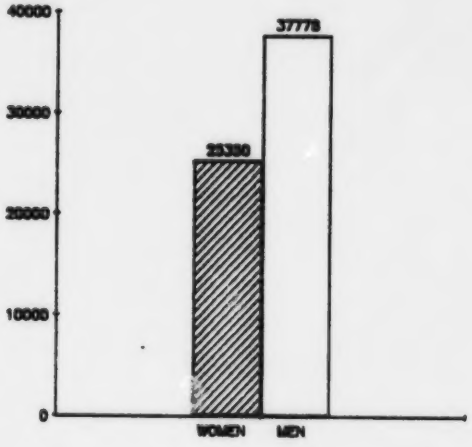
The new Department of Justice was created in 1988. It comprises only certain segments of the former Justice Department including legal services, public prosecutions, law reform, legal aid, justice services, courts, insurance, registry services, corporate and trust affairs, and consumer affairs. It has retained the employment equity objectives that are relative to the new Department. Two women were appointed as Executive Officers and three women were appointed to the Legal Officer series, formerly the Lawyer series. Women now comprise 29% of the Department's Legal Officers compared to 24% two years ago.

Department of Labour
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 214 (206)
Women - 89 (80)
Men - 125 (126)

Women's earnings equal 67.1% (66.4%) of men's

1988 Representation by Occupational Category

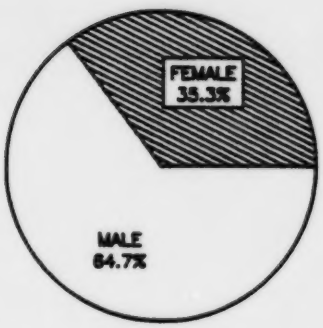
Occupational Category	# Men	# Women	% Women
Scientific & Professional	6 (7)	12 (9)	66.7 (56.3)
Technical	1 (1)	0 (0)	0.0 (00.0)
Administrative	26 (22)	10 (9)	27.8 (29.0)
Administrative Support	2 (2)	59 (55)	96.7 (96.5)
Others	90 (94)	8 (7)	8.2 (6.9)

Comments on Progress

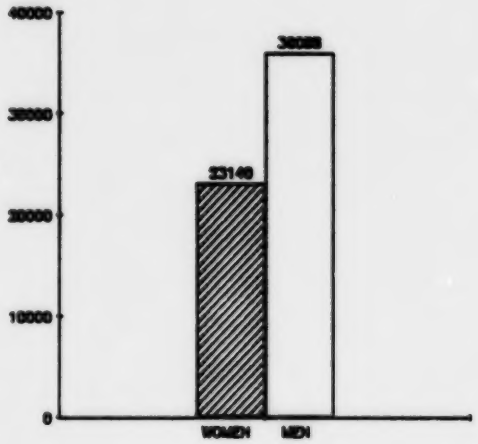
In the Administrative Category, a woman was appointed in a targetted Senior Executive Officer series as the Superintendent of Pensions. One woman was appointed in the targetted Information Analyst series. The number of female Industrial Relations Officers increased by one and one woman was promoted to director. Several women participated in supervisory or management training courses.

Department of Municipal Affairs and Environment
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 357 (343)
Women - 126 (119)
Men - 231 (224)

Women's earnings equal 64.1% (62.4%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	38 (35)	6 (5)	13.6 (12.5)
Technical	144 (142)	24 (24)	4.3 (14.5)
Administrative	38 (37)	5 (5)	11.6 (11.9)
Administrative Support	2 (2)	88 (82)	97.8 (97.6)
Operational	4 (4)	0 (0)	0.0 (00.0)
Others	5 (4)	3 (3)	37.5 (42.9)

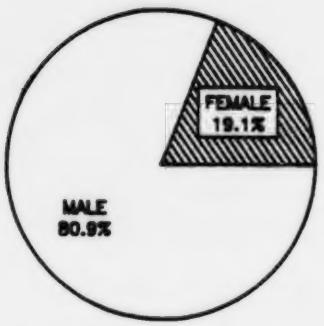
Comments on Progress

Three women were hired in non-traditional jobs through personal service contracts. Two of these women successfully competed for permanent positions; one as an Environment Officer and one as a Research and Planning Officer.

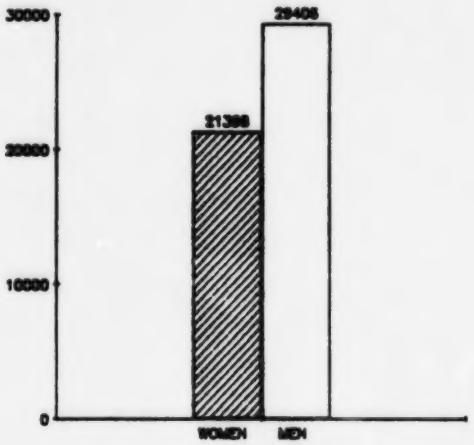
Two women in Administrative Support continued in long-term acting and training positions. A one-year training position in the targetted Assessor classification was established as a developmental opportunity for a woman in administrative support. In addition, five female administrative support staff were given support to participate in the Assessment and Appraisal course offered by the Assessment Branch.

Department of Natural Resources and Energy
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 847 (823)
Women - 162 (158)
Men - 685 (665)

Women's earnings equal 72.8% (74.8%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	107 (104)	5 (3)	4.5 (2.8)
Technical	299 (301)	11 (10)	3.5 (3.2)
Administrative	46 (38)	6 (5)	11.5 (11.6)
Administrative Support	12 (14)	135 (136)	91.8 (90.7)
Operational	219 (204)	3 (2)	1.4 (1.0)
Others	2 (4)	2 (2)	50.0 (33.3)

Comments on Progress

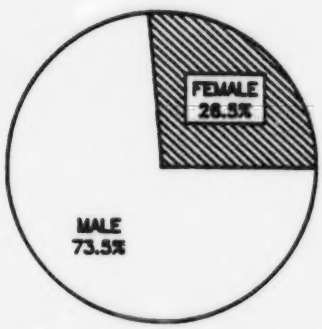
Women were hired in several targetted classifications. In the Administrative Category, the first female Natural Resources Director was appointed as Director of Crown Lands. A female Engineering Technician was appointed increasing women's representation from 19.4% to 21.2%. Following a developmental assignment a senior Administrative Services Officer was reclassified to a Research and Planning Officer becoming the first woman in this series. In the Operational Category, five women were appointed on a seasonal basis as Labourers.

In untargetted areas women were appointed in a number of non-traditional classifications. The second female Forest Warden was appointed and two female Crown Land Planners (Natural Resource Specialists) were hired. Nine women held personal service contracts in various natural resource specialty areas.

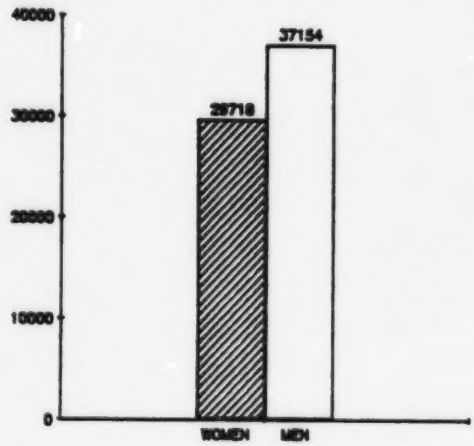
The Department has sponsored two employees in the Management Development For Women Program at the University of New Brunswick. Female employees participated at school career fairs in order to create awareness of women's increasing presence in forestry-related jobs.

Occupational Health and Safety Commission
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 49 (45)
Women - 13 (12)
Men - 36 (33)

Women's earnings equal 80.0% (68.5%) of men's.

1988 Representation by Occupational Category

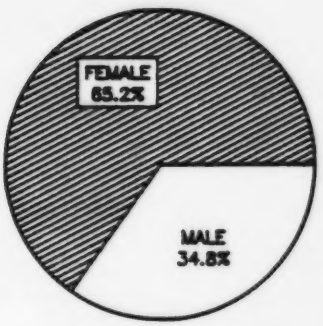
Occupational Category	# Men	# Women	% Women
Scientific & Professional	0 (0)	1 (2)	100.0 (100.0)
Technical	28 (25)	2 (1)	6.7 (3.8)
Administrative	4 (4)	3 (3)	42.9 (42.9)
Administrative Support	1 (1)	5 (5)	83.3 (83.3)
Others	3 (3)	2 (1)	40.0 (25.0)

Comments on Progress

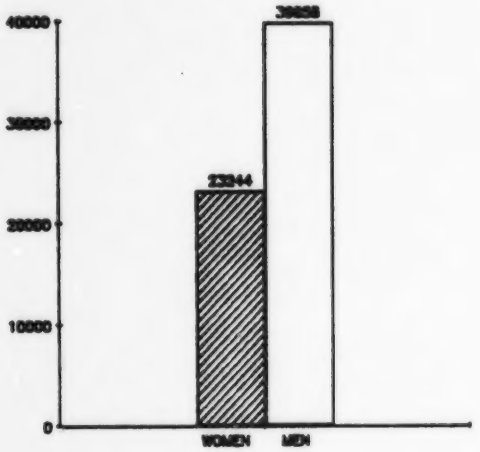
In the Technical Category, the Department appointed a female Occupational Health and Safety Officer to a one-year term position. The Department continued to provide summer employment to female students completing an occupational hygienist program.

Office of the Comptroller
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 92 (92)
Women - 60 (57)
Men - 32 (35)

Women's earnings equal 58.3% (56.0%) of men's

1988 Representation By Occupational Category

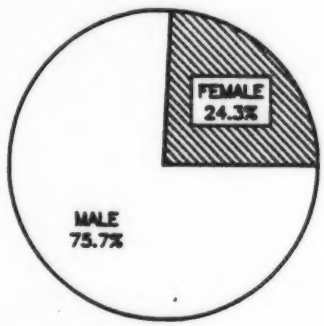
Occupational Category	# Men	# Women	% Women
Administrative	27 (29)	9 (7)	25.0 (19.4)
Administrative Support	5 (5)	49 (49)	90.7 (90.7)
Others	0 (1)	2 (1)	100.0 (50.0)

Comments on Progress

Women's overall representation increased 3.2% and the number of women in the targetted Treasury Officer series increased by two. One woman was promoted to the most senior professional management level of the Treasury Officer series and another woman's responsibilities were expanded with her appointment as an assistant manager. Over the past two years, women's representation in the Administrative Category increased from 11.8% to 25%.

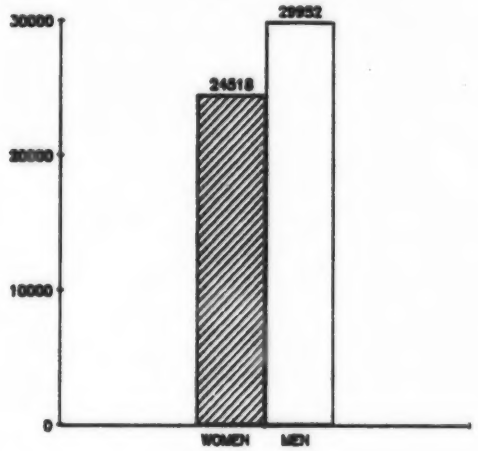
Department of the Solicitor General

REPRESENTATION



Total Employees - 622
Women - 151
Men - 471

AVERAGE SALARY



Women's earnings equal 81.9% of men's

1988 Representation By Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	42	30	41.7
Technical	1	0	0.0
Administrative	67	6	8.2
Administrative Support	130	81	38.4
Operational	227	32	12.4
Others	4	2	33.3

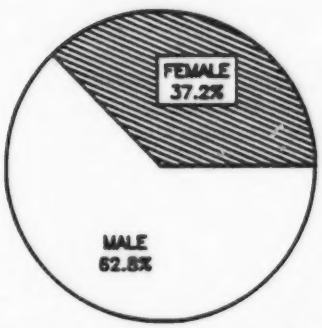
Comments on Progress

Created in 1988, the Department is largely comprised of the law enforcement, correctional and sheriff/coroner components of the former Justice Department. While maintaining numerical objectives in the sheriff-coroner field, additional objectives were established in correctional classifications. Several women were appointed to permanent positions as Correctional Officers, and Probation and Parole Officers. Women's representation in these series has increased steadily and now stands at 10.5% and 34.9% respectively. A woman was appointed as an Employment Equity Representative in the Corrections Branch.

The Department supported a wide range of developmental opportunities for female employees. To mention just a few, a female Deputy Sheriff/Coroner was assigned as an acting Sheriff/ Coroner, and 13 women in the Corrections Branch benefitted from special assignments, secondments and acting positions. In the administrative, policy, planning and evaluation areas four women received developmental assignments. One woman was appointed as the Director of Human Resources and a female Social Worker was appointed to a senior Research and Planning Officer position.

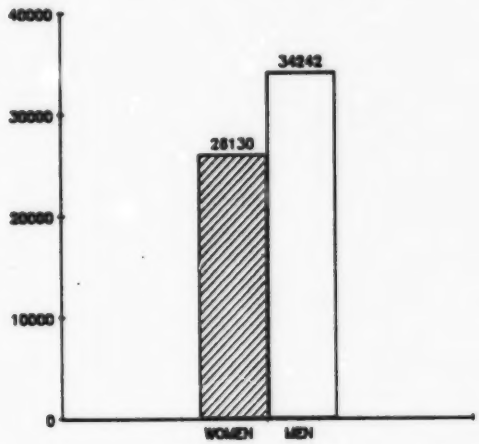
Department of Supply and Services
(Brackets indicate 1987 statistics)

REPRESENTATION



Total Employees - 492 (503)
Women - 183 (188)
Men - 309 (315)

AVERAGE SALARY



Women's earnings equal 76.3% (71.1%) of men's

1988 Representation By Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	17 (18)	2 (3)	10.5 (14.2)
Technical	36 (37)	2 (0)	5.3 (00.0)
Administrative	128 (126)	60 (60)	31.9 (32.3)
Administrative Support	39 (42)	111 (117)	74.0 (73.5)
Operational	87 (91)	6 (6)	6.5 (6.2)
Others	2 (1)	2 (2)	50.0 (66.6)

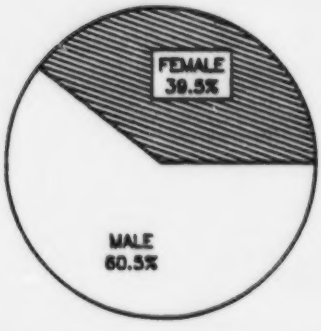
Comments on Progress

In the Technical Category, the second female was appointed at a senior level of the targetted Engineering Technician series in the area of construction inspection. In the Administrative Category four women were promoted to the senior levels of the Information Systems series. One woman completed a training assignment and was appointed as an Accounting Officer. Two senior support staff women were appointed as Human Resource Officers following developmental experience in the personnel area. In non-traditional areas of administrative support two women were appointed as Data Processing Equipment Operators and two women were reclassified to this series.

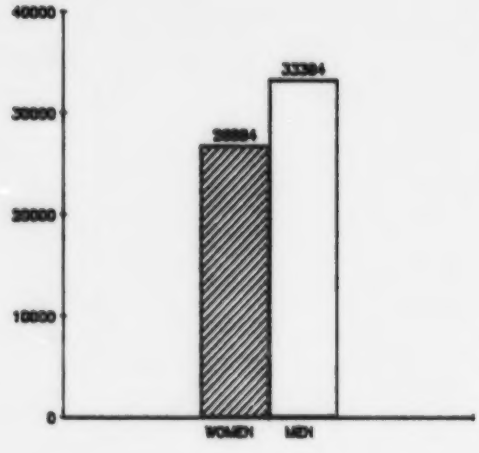
The Department actively encouraged and promoted the employment of female students through its participation in the Computer Science Co-operative Program at the University of New Brunswick.

Department of Tourism, Recreation and Heritage
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 299 (310)
Women - 118 (118)
Men - 181 (192)

Women's earnings equal 80.5% (82.1%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	51 (52)	22 (22)	30.1 (29.7)
Technical	31 (33)	0 (0)	0.0 (00.0)
Administrative	35 (36)	17 (19)	32.7 (34.5)
Administrative Support	7 (9)	74 (71)	91.4 (88.8)
Operational	56 (61)	1 (1)	1.8 (1.6)
Others	1 (1)	4 (5)	80.0 (83.3)

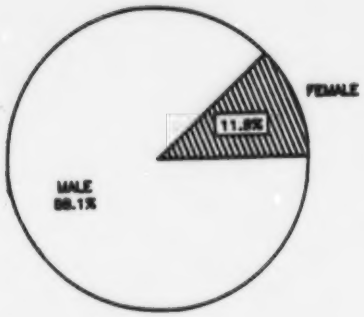
Comments on Progress

In the Scientific and Professional Category, a woman was appointed in the targetted Research and Planning Officer series. The first woman was appointed as an Industrial Development Officer establishing women's representation in this series at 12.5%. In the Administrative Category one woman was reclassified to a managerial level of the Personnel Officer series and one woman was appointed at entry level. Women were appointed on a seasonal basis in the Operational Category; four as Labourers and one as a Park Maintenance Supervisor.

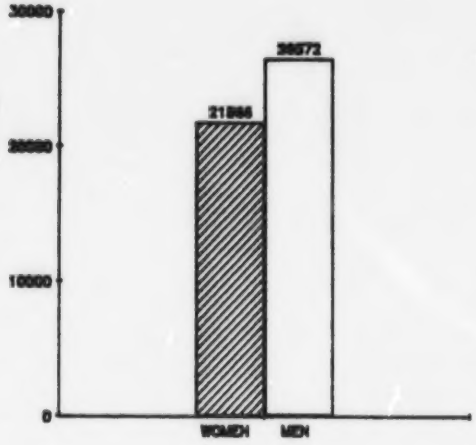
One woman was assigned to a training and development position as a Tourism Promotion Officer. Female employees were sent a questionnaire to determine interest in bridging into non-traditional areas. The Department sponsored one woman at the Management Development For Women Program at the University of New Brunswick.

Department of Transportation
(Brackets indicate 1987 statistics)

REPRESENTATION



AVERAGE SALARY



Total Employees - 2,040 (2,064)
Women - 244 (250)
Men - 1,799 (1,814)

Women's earnings equal 82.3% (84.6%) of men's

1988 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	76 (77)	9 (7)	10.6 (8.3)
Technical	215 (210)	9 (12)	4.0 (5.4)
Administrative	70 (69)	15 (12)	17.6 (14.8)
Administrative Support	95 (91)	206 (214)	68.4 (70.2)
Operational	1342 (1366)	3 (3)	0.2 (0.2)
Others	1 (1)	2 (2)	66.7 (66.7)

Comments on Progress

In the Scientific and Professional Category, the Department hired three female Engineers increasing women's representation in this series from 6.4% to 9%. In the Administrative Category a woman was appointed in the Personnel Officer series and two women in administrative support undertook developmental training assignments in this series. Two female Administrative Service Officers were assigned acting responsibility as Executive Officers. Having gained experience in a training and developmental position, the first woman was appointed as a Commercial Vehicle Enforcement Officer - a non-traditional area of administrative support. Seven women were appointed on a seasonal basis in the Operational Category; four as Construction Workers and three as Labourers. The Department continued to actively encourage women to apply in competitions for non-traditional work and supported training opportunities for female employees.

STATISTICAL REPORTS AND TABLES

A. Government Wide

B. By Department

The statistics in these tables are based on the calendar year and include those employees in the Civil Service on the regular payroll as reported by the departments to the Office of the Comptroller.

GOVERNMENT WIDE

TABLE 1

NUMBER OF PERMANENT EMPLOYEES IN THE
NEW BRUNSWICK CIVIL SERVICE
DECEMBER 1980 TO DECEMBER 1988

Year	# Male	# Female	Total
1988	5760	3560	9320
1987	5840	3488	9328
1986	5927	3635	9562
1985	5851	3479	9330
1984	5894	3486	9380
1982	5902	3416	9318
1980	5665	3156	8821

GOVERNMENT WIDE

TABLE 2

AVERAGE AGE AND YEARS OF GOVERNMENT SERVICE
DECEMBER 31, 1987, 1988

CATEGORY	AVERAGE AGE				AVERAGE YEARS GOV'T SERVICE **			
	Male		Female		Male		Female	
	1988	1987	1988	1987	1988	1987	1988	1987
Scientific & Professional	42	42	38	38	12	12	8	8
Technical	42	42	37	36	15	14	8	8
Administrative	45	44	38	38	14	13	9	9
Administrative Support	41	40	38	37	10	10	10	10
Operational	46	46	39	39	11	11	10	10
Others *	46	47	40	39	10	11	9	9
OVERALL	44	44	38	38	12	12	9	9

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

** Government service refers to continuous service which is the date beginning a period of unbroken service, including periods of authorized leave and conditional termination. A break in service requiring a new date under non-barganing rules refers to periods of 45 days or more, or as defined by collective agreements. This does not include inactive periods of seasonal employees.

GOVERNMENT WIDE

TABLE 3

DISTRIBUTION OF EMPLOYEES
IN THE NEW BRUNSWICK CIVIL SERVICE
DECEMBER 31, 1986, 1987, 1988

	Dec. 1988 % All Men	Dec. 1988 % All Women	Dec. 1987 % All Women	Dec. 1986 % All Women
Scientific & Professional	23.5	26.5	25.3	24.5
Technical	14.5	1.9	1.8	1.5
Administrative	14.4	7.8	7.6	6.1
Administrative Support	6.5	56.3	57.6	57.7
Operational	37.4	4.4	4.7	5.9
Others *	3.7	3.1	3.0	4.2

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 4

THE NEW BRUNSWICK CIVIL SERVICE
REPRESENTATION WITHIN EACH OCCUPATIONAL CATEGORY
DECEMBER 31, 1982, 1984, 1986, 1987 and 1988

OCCUPATIONAL CATEGORY	1982		1984		1986		1987		1988	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Scientific & Professional	64.9	35.1	63.7	36.3	61.4	38.6	61.1	38.9	58.9	41.1
Technical	94.4	05.6	94.0	06.0	93.9	6.1	93.1	6.9	92.7	7.3
Administrative	81.6	18.4	78.0	22.0	76.0	24.0	75.4	24.6	74.9	25.1
Administrative Support	15.8	84.2	16.4	83.6	16.2	83.8	16.6	83.4	15.7	84.3
Operational	88.9	11.1	89.2	10.8	91.2	8.8	93.0	7.0	93.2	6.8
Others	*	*	*	*	66.5	33.5	67.7	32.3	66.1	33.9
TOTAL	63.2	36.8	62.8	37.2	62.0	38.0	62.6	37.4	61.8	38.2

* Data unavailable prior to 1985. The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 5

REPRESENTATION BY OCCUPATIONAL CATEGORY AND GROUP
DECEMBER 31, 1986, 1987, 1988

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1988 # Men (1987 in Brackets)	# Women (1987 in Brackets)	Representation 1988 % Women	1987 % Women	1986 % Women
SCIENTIFIC & PROF. CATEGORY					
Medicine & Dentistry	11 (13)	2 (2)	15.4	13.3	13.3
Nursing	3 (3)	226 (209)	98.7	98.6	99.1
Field & Lab	23 (51)	4 (7)	14.8	12.1	13.3
Natural Resources *	85 (45)	4 (1)	4.5	2.2	2.2
Planning & Resources	186 (190)	101 (99)	35.2	34.3	34.9
Education Instructional	351 (404)	148 (157)	29.7	28.0	26.7
Edu. Non-Instructional	143 (128)	38 (31)	21.0	19.5	20.5
Engineering, Land Surveying & Architec	133 (134)	10 (7)	7.0	5.0	4.1
Rehabilitation & Therapy	306 (300)	388 (345)	55.9	53.5	51.4
Recreation & Culture	18 (20)	6 (6)	25.0	23.1	21.4
Agriculture	72 (73)	17 (18)	19.1	19.8	19.0
Veterinary**	23 (26)	0 (2)	0.0	7.1	7.1
SUMMARY	1354(1387)	944 (884)	41.1	38.9	38.6

* Formerly called Forestry. The increase in the number of women and men in this group reflects the reclassification of employees in classes such as Geologist, Fish/Wildlife Biologist and Crown Land Planner into a new Natural Resource Specialist class series. A decrease in the number of employees due to this reclassification is evident in the Field and Laborabory Group.

** Due to the privatization of some veterinarian services the number of veterinarians decreased.

TABLE 5 (cont'd)

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1988 # Men (1987 in Brackets)	# Women (1987 in Brackets)	Representation 1988 % Women	1987 % Women	1986 % Women
TECHNICAL CATEGORY					
Laboratory & Medical	6 (7)	15 (13)	71.4	65.0	62.5
Drafting & Graphic Arts	53 (52)	6 (6)	10.2	10.3	8.9
Engineering & Field	304 (297)	16 (14)	5.0	4.5	4.2
Resource Services	292 (308)	3 (4)	1.0	1.3	0.9
Technical Insp.	182 (179)	26 (25)	12.5	12.3	11.3
Industrial Certification *					
SUMMARY	837 (843)	66 (62)	7.3	6.9	6.1
ADMINISTRATIVE CATEGORY					
Administrative Services	828 (808)	278 (264)	25.1	24.6	24.0
SUMMARY	828 (808)	278 (264)	25.1	24.6	24.0

* Data for this Group has not yet been programmed into the Technical Category.

TABLE 5 (cont'd)

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1988 # Men (1987 in Brackets)	# Women (1987 in Brackets)	Representation 1988 % Women	1987 % Women	1986 % Women
ADMINISTRATIVE SUPPORT CATEGORY					
Clerical & Regulatory	250 (261)	974 (962)	79.6	78.7	79.1
Highway Patrol*	83 (98)	3 (4)	3.5	3.9	3.4
Secretarial	2 (4)	918 (930)	99.8	99.6	99.6
Office Data Proc. & Duplicating	36 (36)	45 (52)	55.6	59.1	59.8
Court Stenographers	3 (2)	65 (62)	95.6	96.9	96.8
SUMMARY	374 (401)	2005 (2010)	84.3	83.4	83.8
OPERATIONAL CATEGORY					
Institutional Services	89 (89)	29 (36)	24.6	28.0	31.0
Institutional Care	259 (263)	116 (117)	30.9	30.8	37.2
General Labour & Trades	1689(1708)	12 (9)	0.7	0.5	0.5
General Labour & Trades Supervisory	118 (122)	0 (0)	0.8	0.0	0.0
SUMMARY	2155(2181)	157 (163)	6.8	7.0	8.8

* The decrease in the number of employees in this group reflects the announced disbandment of the Highway Patrol effective early in 1989. Consequently, the total number of men in this category is declining and women's representation is increasing.

TABLE 5 cont'd)

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1988 # Men (1987 in Brackets)	# Women	Representation 1988 % Women	1987 % Women	1986 % Women
OTHERS CATEGORY*					
Others	213 (220)	109 (105)	33.9	32.3	33.5
SUMMARY	213 (220)	109 (105)	33.9	32.3	33.5
GRAND TOTAL	5760(5840)	3560 (3488)	38.2	37.4	38.0

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 6

AVERAGE ANNUAL SALARY WITHIN CATEGORIES AND GROUPS
DECEMBER 31, 1986, 1987, 1988

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1988		1988	1987	1986
SCIENTIFIC & PROFESSIONAL CATEGORY					
Medicine & Dentistry	79,742	78,052	97.9	95.5	99.1
Nursing	32,864	31,798	96.8	124.1	107.6
Field & Lab	41,002	40,924	99.8	91.5	82.6
Natural Resources	40,378	33,410	82.7	80.4	75.8
Planning	41,652	37,388	89.8	90.9	89.2
Education Instructional	38,324	34,268	89.4	90.0	91.9
Education Non-Instructional	47,606	45,474	95.5	93.5	95.8
Engineering, Land Surveying and Architect	42,354	32,422	76.6	81.1	79.0
Rehab & Thep.	34,996	30,862	88.2	86.5	88.2
Recreation & Culture	38,298	41,028	107.1	104.3	102.8
Agriculture	39,832	37,284	93.6	92.6	91.3
Veterinary*	49,270	-	-	96.9	97.4
OVERALL	40,170	33,254	82.8	81.7	84.2

* There were no women in the Veterinarian Group as of December 31, 1988. The number of employees in this group declined as the result of privatization of certain services.

TABLE 6 (cont'd)

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1988		1988	1987	1986
TECHNICAL CATEGORY					
Laboratory & Medical	32,318	28,626	88.6	98.0	95.1
Drafting & Graphic Arts	25,194	25,506	101.2	95.0	95.8
Engineering & Field	29,276	27,352	93.4	89.1	88.5
Resource Services	28,834	23,686	82.1	85.1	82.2
Technical Inspection	33,098	29,276	88.5	85.6	84.5
OVERALL	29,718	28,054	94.4	93.0	93.3
ADMINISTRATIVE CATEGORY					
Administrative Services	44,174	37,180	84.2	84.0	83.2
OVERALL	44,174	37,180	84.2	84.0	83.2
ADMINISTRATIVE SUPPORT CATEGORY					
Clerical & Reg.	24,544	21,944	89.4	88.1	86.6
Highway Patrol	29,042	28,756	99.0	98.6	98.0
Secretarial	20,696	19,630	94.8	110.6	101.9
Office Data Proc. & Duplicating	23,426	19,656	83.9	79.7	81.3
Court Steno	21,580	21,658	100.4	98.4	98.5
OVERALL	25,402	20,826	82.0	79.4	81.0

TABLE 6 (cont'd)

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1988		1988	1987	1986
OPERATIONAL CATEGORY					
Institutional Services	19,682	19,266	97.9	95.5	96.8
Institutional Care	25,402	22,308	87.8	88.3	86.0
General Labour & Trades	24,076	23,816	98.9	100.9	101.9
General Labour & Trades Supervisory	26,780	-	-	-	-
OVERALL	24,206	21,892	90.4	91.8	90.7
OTHERS CATEGORY *					
Others	46,176	33,826	73.3	70.7	65.0
OVERALL	46,176	33,826	73.3	70.7	65.0
ALL CATEGORIES	32,526	25,974	79.6	79.7	77.6

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 7

REPRESENTATION BY SALARY RANGE
DECEMBER 31, 1986, 1987, 1988

Salary Range	Dec. 1988 # Male	Dec. 1988 # Female	Dec. 1988 % Female	Dec. 1988 % All Male	Dec. 1988 % All Female	Dec. 1987 % All Female	Dec. 1986 % All Female
Up to $9,999	5	27	84.4	0.1	0.8	0.7	00.0
$10,000-$14,999	5	44	89.8	0.1	1.2	2.7	01.9
$15,000-$19,999	154	867	84.9	2.7	24.4	33.9	37.6
$20,000-$24,999	1567	1161	42.6	27.2	32.6	28.2	28.4
$25,000-$29,999	1226	477	28.0	21.3	13.4	11.8	13.0
SUB-TOTAL	2957	2576	46.6	51.3	72.4	77.5	80.9
$30,000-$34,999	981	530	35.1	17.0	14.9	12.5	13.6
$35,000-$39,999	688	251	26.7	11.9	7.1	5.6	02.8
$40,000-$44,999	378	94	19.9	6.6	2.6	2.2	01.7
$45,000-$49,999	293	55	15.8	5.1	1.5	1.3	00.7
$50,000-plus	463	54	10.4	8.0	1.5	0.9	00.3
SUB-TOTAL	2803	984	26.0	48.7	27.6	22.5	19.1
TOTAL	5760	3560	38.2	100.0	100.0	100.0	100.0

BY DEPARTMENT

TABLE 8

REPRESENTATION
DECEMBER 31,1988
(Brackets indicate 1987 Statistics)

Department	# Males	# Females	% Females
Advanced Education & Training	645 (686)	361 (359)	35.9 (34.4)
Agriculture	202 (213)	102 (100)	33.6 (31.9)
Alcoholism & Drug Dependency Commission	84 (86)	102 (100)	54.8 (53.8)
Board of Management	42 (42)	65 (69)	60.7 (62.2)
Commerce & Technology	72 (67)	36 (37)	33.3 (35.6)
Education	76 (76)	83 (79)	52.2 (51.0)
Finance	116 (118)	145 (139)	55.6 (54.1)
Fisheries & Aquaculture	67 (67)	34 (34)	33.7 (33.7)
Health & Community Services	328 (332)	913 (872)	73.6 (72.4)
Income Assistance	123 (116)	234 (233)	65.5 (66.8)
Justice*	97 -	283 -	74.5 -
Labour	125 (126)	89 (80)	41.6 (38.8)
Municipal Affairs & Environment	231 (224)	126 (119)	35.3 (34.7)
Natural Resources & Energy	685 (665)	162 (158)	19.1 (19.2)
Occupational Health & Safety	36 (33)	13 (12)	26.5 (26.7)
Office of the Comptroller	32 (35)	60 (57)	65.2 (62.0)
Solicitor General*	471 -	151 -	24.3 -

* Established as a new department in 1988.

TABLE 8 (cont'd)

Department	# Males	# Females	% Females
Supply & Services	309 (315)	183 (188)	37.2 (37.3)
Tourism, Recreation and Heritage	181 (192)	118 (118)	39.5 (38.1)
Transportation	1,799 (1,814)	244 (250)	11.9 (12.1)

BY DEPARTMENT

TABLE 9

AVERAGE SALARY
DECEMBER 31, 1986, 1987, 1988

DEPARTMENT	AVERAGE ANNUAL SALARY 1988		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female	1988	1987	1986
Advanced Education & Training	$37,050	28,184	76.1	76.8	79.0
Agriculture	$36,920	$25,064	67.9	67.6	68.0
Alcoholism & Drug Dependency Commission	$28,080	$26,676	95.0	91.7	95.1
Board of Management	$52,234	$26,208	50.2	52.3	55.0
Commerce & Technology	$46,800	$26,104	55.8	57.0	57.4
Education	$47,268	$28,210	59.7	59.2	60.7
Finance	$35,802	$23,582	65.9	67.2	68.9
Fisheries & Aquaculture	$36,738	$24,830	67.6	71.4	68.4
Health & Community Services	$38,220	$28,262	73.9	72.2	74.3
Income Assistance	$34,970	$24,310	69.5	67.4	69.4
Justice*	$49,166	$25,220	51.3	-	-
Labour	$37,778	$25,350	67.1	66.4	71.5
Municipal Affairs & Environment	$36,088	$23,140	64.1	62.4	64.3

TABLE 9 (cont'd)

DEPARTMENT	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female	1988	1987	1986
Natural Resources & Energy	$29,406	$21,398	72.8	74.8	77.7
Occupational Health & Safety Commission	$37,154	$29,718	80.0	68.5	71.9
Office of the Comptroller	$39,858	$23,244	58.3	56.0	58.8
Solicitor General*	$29,952	$24,518	81.9	-	-
Supply and Services	$34,242	$26,130	76.3	71.1	76.4
Tourism, Recreation & Heritage	$33,384	$26,884	80.5	82.1	80.5
Transportation	$26,572	$21,866	82.3	84.6	81.5

* Established as a new department in 1988.

Appendix A

Employment Equity Roles and Responsibilities

In 1986 a background report* on the occupational status of men and women in the New Brunswick Civil Service was prepared by the Women's Directorate and tabled in the Legislature. The Program's name was changed from Affirmative Action to Employment Equity at this time. The report included an implementation strategy and policy statement which delineated the following roles and responsibilities with respect to Affirmative Action/Employment Equity:

- The Women's Directorate is responsible for Employment Equity policy including: developing policy recommendations; monitoring the implementation of Employment Equity policy and programs; recommending approval or rejection of departmental Action Plans**; and, preparing an annual report on the status of women in the Civil Service to be tabled in the Legislature.

- The Board of Management is responsible for overall implementation of Employment Equity policy including: compiling and approving departmental Action Plans; reviewing, in conjunction with the Women's Directorate, human resource policies; and maintaining and developing employment data which meets the monitoring and reporting requirements of the Women's Directorate.

- Departments, Commissions and Agencies in the Civil Service are responsible and accountable for specific implementation of Employment Equity policy including: preparing specific Action Plans which set forth measurable goals; preparing annual departmental reports; and reviewing departmental human resource policies and practices.

* Affirmative Action in the New Brunswick Civil Service : A Strategy for Change, May 1986

** Action plans are long-term departmental plans containing numerical goals and positive strategies for improving the representation of women in categories, groups and levels where women's representation is low.